

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
FEBRUARY 11, 1977, IN THE FACULTY
CONFERENCE ROOM, SIXTH FLOOR,
LISNER HALL

1 The meeting was called to order by Provost Bright at 2:12 p.m.

Present: Provost Bright, Registrar Gebhardtshauer, Parliamentarian Schwartz, Amling, Birnbaum, Cassidy, Cottrell, Fox, Griffith, Jones, Kirsch, Kurtz, Kyriakopoulos, Morgan, Pierpont, Reesing, Schiff, Smith, Stevenson, Vaill, Vontress, and Wood

Absent: President Elliott, Adams, Davison, C. Elliott, Ginsburg, Kramer, Liebowitz, Linton, Plotz, Rockoff, Sapin, Schmidt, Snodgrass, Solomon, Tillman, and Zenoff

2 The minutes of the regular meeting of January 21, 1977, were approved by the Senate as distributed at the meeting.

3 (a) Professor Wood, Chairman of the Nominating Committee for the Executive Committee for the 1977-78 Session, presented the report of the Nominating Committee and placed in nomination the following candidates for election to the Executive Committee: Professors John A. Morgan, Jr., Chairman (Political Science), Raymond R. Fox (Engineering), Frederick C. Kurtz (Accounting), Martha N. Rashid (Education), and Teresa M. Schwartz (Law). Proceeding first with the election of the Chairman, the Provost called for nominations from the floor. There being none, Professor Morgan was unanimously reelected Chairman of the Executive Committee for the 1977-78 Session. The Provost then proceeded with the election of the four members to the Executive Committee by asking if there were any nominations from the floor to be added to the slate. No additional nominations were made and the four nominees were unanimously elected to membership on the Executive Committee to serve with Professor Morgan.

(b) Professor Morgan, on behalf of the Executive Committee, placed in nomination the following faculty members for election to the panel from which the Grievance Review Committees will be selected in accordance with the recently adopted Grievance Procedures for Students Alleging Discrimination: Guy Black, Professor of Business Economics; Martha A. Burns, Associate Professor of Education; Charles Gilmore, Associate Professor of Engineering and Applied Science; Barbara Gilson, Assistant Professor of Anatomy; Charles J. Herber, Associate Professor of European History; Nancy D. Johnson, Assistant Professor of Human Kinetics and Leisure Studies; Jacob J. Katzow, Assistant Professor of Psychiatry and Behavioral Science; Ali M. Kiper, Associate Professor of Engineering; Davis L. Lee, Assistant Professor of Chinese; Cynthia McClintock, Assistant Professor of Political Science; Jon A. Quitslund, Associate Professor of English, Charles Reeder, Assistant Research Professor of Education; Lilien F. Robinson, Assistant Professor of Art; O'Neal Smalls, Professor of Law; and Anne S. Thompson, Assistant Professor of Medicine.

The Provost called for nominations from the floor. No nominations were made and the nominees were unanimously elected by the Senate.

(c) Professor Morgan announced that the following Annual Reports had been received: University Objectives Committee (distributed with agenda), Joint Committee of Faculty and Students, Professional Ethics and Academic Freedom Committee, and University and Urban Affairs Committee (attached). Professor Griffith raised a question concerning Item 6, Student Stipends, in the Annual Report of the Joint Committee of Faculty and Students which stated that the Joint Committee voted to abolish such stipends with the proviso that the funds thereby released could be made available for other student activities. He asked if the Joint Committee might reconsider this matter if its recommendation was not possible. Professor Schiff replied that the Committee was awaiting a formal statement from Mr. William D. Johnson, Director of Planning and Budgeting, on this recommendation and, depending upon his response, the Committee would either act or leave the matter as it currently was.

Professor Morgan, on behalf of the Executive Committee, moved suspension of the rules to allow the consideration of a matter not on the agenda which concerned a review of a decision made by the Executive Committee which the Executive Committee thought warranted review by the Senate. Provost Bright asked if there were any objections to suspending the rules, and none were made.

Professor Morgan explained that recently a vote of confidence in a dean had been undertaken under the procedures of the new Faculty Code and that, in the course of implementing the procedures, a problem arose concerning the ambiguity of language contained in Section C.2.c)5) of the Code as follows: "5) The affirmative vote of a majority of the faculty members eligible to vote shall be necessary for the passage of a vote of no confidence. If the resolution passes, the Chairman of the Executive Committee shall forward the results of the proceedings to the President of the University for appropriate action." He said that just prior to opening the mail ballots, the Executive Committee was faced with the decision as to whether or not the numerical count of the ballots should be reported publicly or, if the resolution passed, the results of the proceedings should simply be forwarded to the President for appropriate action. The conclusion of the Executive Committee was that the President certainly ought to be informed of the results of the balloting, but that only the direction of the outcome should be released, unless the President concluded otherwise, and the Executive Committee proceeded in this manner. Subsequently, Professor Morgan said that there was a considerable amount of concern about that decision, some of it communicated to him politely and some of it quite impolitely. Obviously, he said, a number of arguments could be made on either side as to the desirability of releasing the precise vote or the undesirability of letting the precise results be known; nevertheless, he said, the Executive Committee made a decision because a decision had to be made at the time. Now, he said, the Executive Committee was asking the Senate to review this decision since it was a matter quite properly decided by the Senate, not the Executive Committee, and that, as far as he knew, no member of the Executive Committee would object to having his or her judgment reversed or confirmed; and he pointed out that Professor Vontress, a member of the Executive Committee, was absent during the time this decision was made and during the counting of the ballots.

Professor Cottrell, speaking as an involved member of the faculty concerned in this proceeding, said that Professor Morgan and the Executive Committee were to be commended for their efforts in generally following the procedures and making

decisions which had to be made; however, he said the Code outlines five steps to be followed and the first problem arose in the fourth step [Section C.2.c)4)]. This section reads: "4) Within ten days on which classes are regularly held in the University of the first special meeting, a secret ballot of the regular active status faculty of the rank of assistant professor or higher shall be taken at a special meeting or by mail on the question of confidence in the administrator involved. The balloting shall be supervised by the Executive Committee of the Faculty Senate." Professor Cottrell said that a decision had been made appropriately on a mail ballot at the Special Meeting, and that a ballot had been subsequently mailed to all the eligible faculty, as far as he knew, but the precision for the receipt and counting of the ballots was questionable because the precise time for counting the ballots was not announced in the instructions for balloting other than that the votes would be counted January 28th. He said that one ballot had been sent through the U. S. Postal Service postmarked January 24th but not received in the Faculty Senate Office until January 31st and was returned unopened to the sender; another ballot, he understood, but could not confirm, was delivered to the Faculty Senate Office later in the afternoon of the 28th and was not included in the count because the count had already taken place earlier that day. Professor Cottrell said it appeared to him for a number of reasons that the ballots should not have been counted before at least 5:00 p.m., on the 28th and that probably some time should have been allowed for the receipt of any ballots that were mailed appropriately in time because the sender of the ballot could hardly be held responsible despite the request in the balloting instructions for prompt return of the ballots. Professor Morgan replied that when one is conducting an election there must be a point in time when the ballots are counted, and if ballots are received after that time, they can be counted but the election is over. He said the instructions specified that the ballots would be counted on January 28th, and that perhaps an error was made in not stating the precise time of the count, but that Executive Committee meetings were regularly scheduled at 12:15 p.m., on Fridays, as was the January 28th meeting, and that some eligible voters had, in fact, called to confirm the time of the counting of the ballots. Professor Morgan said he did not know what could be done about the U. S. Postal Service, or the University mail service, but it seemed to him that when one makes the mail service one's agent, the mail either arrives or it does not, and he thought the complaint should be against the mail service and not against the Executive Committee of the Faculty Senate for counting the ballots at the designated time. A discussion followed by Professors Vontress, Morgan, and Cottrell.

Professor Cassidy said that she thought the issue before the Senate, i.e., whether or not the numerical results of a ballot should be announced immediately after the count, was a precedent-setting one and should not be decided purely on this particular case, but as a general principle to be followed in the future. She also pointed out that it seemed to her that the President could have preempted the Executive Committee's decision by releasing the numerical vote if he had chosen to do so. Professor Fox said he thought that the Code was very clear in this matter because it states that if the resolution passes, the results are forwarded to the President for whatever action he deems appropriate, and he did not think it was the Senate's prerogative to determine that the vote count be made public. Professor Griffith said it seemed to him that there might be a sensible division of the question: that is whether or not the numerical results are publicly announced or whether or not they are announced to those who participated in the ballot. He said he would support the principle that those who participated in a ballot had a right to know the numerical outcome, not just the general direction of the vote, but whether or not the results should be announced publicly seemed a separate question.

Since only the President was privy to the numerical vote and not the participating faculty in this proceeding, Professor Griffith said he would support a resolution instructing the Executive Committee to notify by mail the members of the faculty taking the ballot of the numerical outcome of the balloting. Professor Kurtz said he would have to differ with Professor Griffith because it was his interpretation of the Code that the results of the ballot are to be made known only to the President and not even the people who participated in the vote, and he strongly supported this interpretation because it seemed to him a vote of confidence in an administrative officer was an extremely sensitive matter and could prove to be extremely embarrassing if the vote were to be made public. Professor Morgan said that whichever way the Senate decided this matter, he thought it would be a grave error for the Senate to decide this issue by analogizing it with an election because a vote of confidence was a very different matter since deans are not elected nor are they "diselected." Further discussion followed by Provost Bright, Professors Stevenson, Fox, Morgan, Cottrell, Jones, Reesing, Griffith, Kyriakopoulos, Cassidy, and Kurtz. Professor Griffith moved the following resolution:

It is the sense of the Faculty Senate that the Faculty Code provision [Section C.2.c)5)] will be interpreted as permitting the Executive Committee to notify the members of the faculty participating in the ballot of the numerical outcome of the voting within a period of ten days of counting the ballots.

The motion was seconded. Professor Griffith said that, in moving this resolution, it was not his intention to force the present issue one way or another, but that it was offered purely as an abstract interpretation of how the Code ought to be interpreted and that the Executive Committee could decide whether or not it wanted to reverse its previous decision in the present matter or whether or not it wanted to heed this interpretation in the future. A discussion was held by Professors Fox, Cassidy, Morgan, Stevenson, Griffith, Amling, Cottrell, Jones, and Provost Bright. The question was called and the resolution passed by a vote of 9 to 4. Professor Cottrell moved that the rules be suspended so that the matter of the counting of the ballots could be reviewed, and the motion failed.

- 4 Under Brief Statements, Professor Cottrell said that since his request for suspension of the rules to consider the question of the counting of the ballots was defeated, he intended to pursue this matter further and asked that it be referred to the appropriate committee for further consideration. As a result of the recent experience in using the procedure outlined in Section C. Faculty Consultation and Recommendation in the Selection of Academic Administrative Officers of the Faculty Code, Professor Cottrell said he had compiled a list of questions regarding the procedure which the Senate might want to review and he distributed this list to the members. He then asked the Senate to consider another list of questions which he had prepared pertaining to Supplemental Compensation prompted by a memorandum from University Comptroller Frederick J. Naramore dated April 20, 1976, and he distributed this list also to the members. (See attachments.)

Professor Cassidy said she wished to make the following brief statement:

I have just completed my third and possibly my last term of service on the Faculty Senate. It has been for a period of almost five consecutive years, the last three of these as a member of the Executive Committee of the Senate. During that time, a considerable portion of the duties of the Senate and Executive Committee members has revolved around considerations of alleged and unfair treatment of

various colleagues, and I would like to offer a few comments related to these issues.

I believe that the struggle to build and maintain an institution of scholars free of discrimination and prejudice is one of the highest goals that could be achieved by any university in the remainder of this century. In several sessions of this body most of you could justly claim to detect a distinct feminist bias in my remarks. The newest surge of feminism is now about ten years old and for most of us, in varying degrees of dilution, is now respectable. Being biased in favor of social, political, and professional rights for women equal to those held and exercised by men is exactly like, I think, being biased in favor of civil rights for blacks or being biased in favor of religious freedom. Feminism is not and should not be confused with female chauvinism which substitutes one inequality for another.

In several of the most highly-esteemed academic institutions in this country today women and minorities find that they can only obtain fair hearings in their quest for justice by invoking the laws of the land in court. As an academic, I find it abhorrent that universities dedicated to the pursuit of truth have prevaricated, harassed, and denied due process to those entitled to it and, indeed, have been dragged kicking and screaming into an open forum where these issues and institutional practices and policies can be debated. I would like to say, as a matter of record, that it has been my distinct pleasure and privilege to observe that the difficult task of evaluating, monitoring, and, where necessary, correcting policies and practices in The George Washington University community has been marked by distinctly different characteristics. The administration and, most particularly, the faculty have been willing to spend a considerable investment of their time and effort in particular cases and on particular issues. The procedures have been marked by openness, fairness, and a willingness to listen that, simply put, could not be taken for granted in other elite institutions with which I am familiar. I find myself quite proud of having served on the Faculty Senate during this period of time.

Professor Morgan, noting that this meeting marked the completion of the 1976-77 Session of the Senate, thanked the outgoing Senate members for their service. He then said the Development Office asked him to announce that the 1977 "George Calling" telethon would begin Monday, February 14th, and continue through March 10th, Mondays through Thursdays, except Monday, February 21st, from 6:45 p.m. to 9:30 p.m., with a buffet dinner at 5:45 p.m., in Marvin Center Room 413. He said that participation by faculty, staff, and students was invited and that last year over \$75,000 was raised in the local campaign. He urged the support of the faculty in this endeavor and said that anyone who was interested in volunteering should call Ronald Howard in the Development Office, Ext. 6415. Concluding his remarks, Professor Morgan said that he would refer both of the items Professor Cottrell spoke about under Brief Statements to the appropriate Senate committees.

Professor Schiff said he wished to remind the Senate that this was the first year that the George Washington Awards were going to be given at graduation. He said that, although this had been publicized in the Hatchet, he wished to read the following paragraph to give a little more publicity to these awards:

Students, faculty, administrators, and staff of the University may be nominated for a George Washington Award by any member of the University community in a letter of nomination. The nominator must make explicit the contributions, activities, nature of the position,

if applicable, and other pertinent qualities and accomplishments of the nominee. The letter of nominations should include the names and addresses of three or more individuals who would be willing upon request to provide supportive information regarding the nominee. The letter should be addressed to the Joint Committee of Faculty and Students and mailed to the committee c/o the Vice President for Student Affairs, Rice Hall, 4th Floor.

Professor Kirsch said he would like to include as part of the minutes a memorandum, with exhibit, dated January 24, 1977, to him as Chairman of the Appointment, Salary and Promotion Policies Committee, from John H. Strandquist, Assistant Vice President for Employee Relations, in response to the committee's inquiry regarding upgrading the University's Blue Cross/Blue Shield coverage and the appropriate costs. He said the committee would be reviewing this matter during the next session and he thought the entire faculty should have the opportunity to be aware of the options which are open, together with the costs of such options.

Professor Smith said that since this was his last meeting as a member of the Senate, he wished the members to know that his term of duty in the Senate had been a great pleasure.

Professor Kyriakopoulos asked Professor Kirsch if his committee had considered any other health care plans other than Blue Cross/Blue Shield, and Professor Kirsch replied that it had been studied in previous years, but not this year by the committee. Professor Kyriakopoulos then asked Provost Bright if the problem concerning the scheduling of two sections to one classroom at the same time had been corrected, and Provost Bright responded that it was being worked out.

- 5 Upon motion made and seconded, Provost Bright adjourned the meeting at 3:33 p.m.



Robert Gebhardt Bauer
Secretary

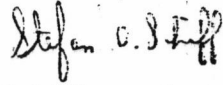
ANNUAL REPORT
of the
JOINT COMMITTEE OF FACULTY AND STUDENTS
to the
FACULTY SENATE

The Joint Committee of Faculty and Students convened for eleven meetings from February of 1976 through January, 1977. The following activities constituted the major portion of the agenda.

1. Referendum on the Student Government Constitution. The Joint Committee planned and conducted the student referendum which led to the adoption of the G.W. student Government Constitution.
2. Student Activities. The policies pertaining to campus programming of student activities were reviewed, but no action was taken.
3. Sex Discrimination. At President Elliott's request, the Joint Committee reviewed the existing policies pertaining to sex discrimination. These policies (which were formulated by the Joint Committee and adopted by the University in 1974) were found to be inadequate relative to current federal guidelines. A new policy was formulated and adopted by the University. The Committee informed President Elliott that, in their estimation, campus organizations were in compliance with the new University and Federal regulations.
4. G.W. Awards. Final modifications of the G.W. Awards proposal were sent to President Elliott, who approved them; the Committee this Spring advertised the awards and will select the recipients to be recommended to the President in February.
5. Discretionary Funding. A report was submitted to the Executive Committee of the Faculty Senate with respect to financial support of student organizations. A review of this discretionary funding was precipitated by the ISS-JAG controversy, which the Joint Committee resolved in a manner commensurate with the Statement of Students Rights and Responsibilities. The Committee is presently reviewing the criteria governing discretionary funding.
6. Student Stipends. A resolution (76/3) was introduced in the Faculty Senate which advocated an expansion of stipends to include the awarding of academic credit; this resolution was tabled, with instructions to consult with the Educational Policy Committee. The latter committee was opposed to the resolution and chose not to meet with the Joint Committee for purposes of modifying it. After exploring a variety of alternatives, the committee voted to abolish such stipends, with the proviso that the funds thereby released could be made available for other student activities. The Committee awarded tuition remissions to a number of student leaders in accordance with the previously established policies.

7. Academic Dishonesty. A review is being undertaken with respect to the functioning of the policies governing academic dishonesty. (Senate Resolution 74/9). A questionnaire is currently being prepared for circulation to the faculty.

Respectfully submitted,



S. O. Schiff, on behalf of the Joint Committee
of Faculty and Students

Joint Committee of Faculty and Students

Faculty Members:

*Co-Chairperson: Schiff, Stefan O., Biol. Sciences
Klug, Panpit P., Medicine
Lewis, Edwin J.B., Accounting
McKelvey, Cornelius P., Health Care Adm.
Withers, Maida R., HK&LS
Yakobson, Helen, Slavic Lang. & Lit.
Yeide, Harry E., Jr., Religion

Student Members:

Co-Chairperson: (to be elected)
Dunton, Drucilla, Columbian College
Hess, Michael A., Law School
Hirschland, Victoria, Columbian College
Kaplan, Alan, Columbian College
Landfield, Stephen D., Columbian College
Warner, Mark, School of Public & International Affairs
Scott, Keeler

ex officio:

Hanson, Gail S., Dean of Students
Linton, Calvin D., Dean, Columbian College
Lobuts, John F., Jr., Asst. Dean, SGBA
Perkins, John E., Asst. to the Vice President for Student Affairs

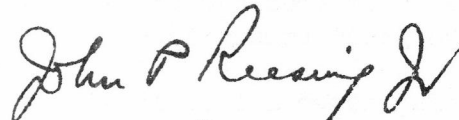
* Member of the Senate

THE GEORGE WASHINGTON UNIVERSITY

Faculty Senate Committee on
Professional Ethics and Academic Freedom

Annual Report 1976-77

The Faculty Senate Committee on Professional Ethics and Academic Freedom was engaged this year with the petition of Associate Professor Lee S. Bielski, of the Department of Speech and Drama. Hearings on the petition were held in December 1976, reports were submitted in January 1977, and action by the Faculty Senate was completed in a Special Meeting (Executive Session) held on 28 January 1977.



John P. Reesing, Jr.

Annual Report of the Committee on University and Urban Affairs 1976-1977

In its early meetings of the current year, the Committee identified very specific areas of concern and responded to these concerns in the following ways:

1. Accumulation and distribution of information of programs, projects, courses, volunteer activities directed toward the city. A University-wide inventory was done and the results shared with the task force on Community Involvement preparing for the visit of the Middle States evaluation team and with the DC Department of Human Resources for their survey of area universities. Plans are being considered for a new University publication of this data.
2. Review and support of the Educational Opportunities program. A meeting was held with the director, the chairman of the steering committee and representatives of the Admissions Office. The committee supports the program and is available to the leaders of the program for assistance when and if new policies seem desirable.
3. Concern for the status of GW's "bridges" to the local black community. Impressionistically it appears that--because of resignations and deaths--the University is relatively more isolated from the community than some years ago, at least in terms of credible professionals (faculty and administrative) who have standing in the local community.
4. The foregoing concern ties in with the larger question of University identity. In what sense will it be a Washington, or broader Metropolitan, or National, or International University? To what extent does "urban" subsume "suburban"? It is suggested that a symposium be planned to address this question, broadening perhaps the areas addressed in the report of the task force for the Middle States evaluation.
5. Study of levels of interaction with other interest groups in the neighborhood. An informal observer has been attending meetings of the Area Neighborhood Commission and reporting to the committee, especially on attitudes toward the University and perceptions of its effect on the neighborhood. Representatives of the Administration have met regularly with the committee, and a brochure is being planned for the community on the various services or facilities available at the University. Meetings are planned with various officials at the University to attempt to enhance the openness of the University and its contributions to neighborhood life. The Committee acknowledges the long-time commitment of the University to its master plan of development and feels that this is outside its scope. However, it will be seeking ways of strengthening ties to the neighborhood.
6. Exploration of innovative programs and institutes which bring particular expertise to bear on the problems of the city. The committee received a report of a projected institute to bring guidance for minority entrepreneurs in the area of business management. No action was viewed as necessary.
7. Encouragement of student volunteer service activities. The Committee met with the president of the George Washington University Student Assembly to review the history of the committee and its charge to work with a counterpart student committee. It was determined to continue liaison until that group ascertains how it might want to organize its activities.

8. The following have been identified as additional concerns to be pursued in the coming months: review of institutional responsibilities we have for rendering service to the community; review of the economic impact in employment, financial transactions, land use, etc.; study and support of laboratory/clinical models for education in the area of urban affairs; encouragement among faculty of professional and service activities in the community; study of the effect of urban conditions on our international students; development of additional administrative support and coordination of activities in urban affairs.

9. In view of the broad ranging concerns mentioned in this report, the Committee invites responses to these concerns from faculty, students, and administration.



Robert G. Jones
Chairman, Committee on University
and Urban Affairs

PROCEDURES FOR THE IMPLEMENTATION OF THE FACULTY CODE:

C. Faculty Consultation and Recommendation in the

Selection of Academic Administrative

Officers 2. c)

- 1) a. Do any or all of the petition signers become "officially" known to the subject of the petition?
 - b. If so, how?
 - c. If not, why?
- 4) a. Should the counting of a mail ballot be conducted a few days after the "deadline"?
- 5) a. What is the mechanism for ascertaining the number and identity of eligible voters?
 - b. How are "challenges" to be handled?
 - c. Can an "eligible" declare him or herself ineligible, e.g., because of a conflict situation, and be totally removed from the count of the eligible?
 - d. If so, how?
 - e. On what basis is the object of the petition considered an eligible voter?
 - f. Should the resolution pass if a majority of those "eligible" and voting support it (assuming all have an equal opportunity to vote and at least a majority cast ballots)?
 - g. In what form and to whom should the results be made known?
-) a. Should some minimum period be established before these procedures can be invoked a "second" time?

Prof. Raymond S. Cottrell
School of Education
1977 February 11 (F)

R S Cottrell

Two main stimuli contribute to the following statement of some concerns. The primary one was the issuance by George Washington University Comptroller Fred Naramore, of his 1976 April 21 memo regarding Supplemental Compensation (#6 below). The secondary cause is the completion of my current Senate term.

Titles, Load, and Compensation

References:

1. George Washington University Undergraduate and Graduate Catalogue 1976-1977
2. Faculty Code
3. Faculty Handbook
4. Manual of Personnel Information
 - A. Manual of Personnel Directives
 - B. Manual of Benefits
 - C. Equal Employment Opportunity Program
 - D. Affirmative Action Plan
5. Handbook for Sponsored Programs
6. Supplemental Compensation memo dated April 21, 1976

1. The term "Assistant" seems to be the focus of some confusion, especially with its variety of modifiers. At George Washington University we appear to have GTAs, GRAs, RAs, and probably others. Some are classified but most probably are not. Some are full-time positions but probably not the majority. GAN

Because there are relatively few "fringe benefits" available to part-time staff, there is some leaning toward making "full-time" appointments where possible. What that means seems to vary considerably. The OSR "Research Assistant" especially needs clarification.

2. Faculty are permitted "to spend up to one day a week during the academic year on outside consulting and other professional activities," and/or be eligible for "overload compensation" (3). Research professionals "... are not entitled to supplemental compensation" (6). Is that equitable?
3. Again looking at "load" it appears perfectly logical to have a full-time worker be a part-time student, and vice versa. But it appears that full-time status in each category is a no-no. Are there any university-wide guidelines to follow in determining "allowable" mixes? (The monthly report should be "Time OR Effort" rather than "Time and Effort.")

ROLE	LOAD			
	"FT"	PT1	PT2	...
Worker				
Student				

4. What is the origin of $AY = 168$ days? Is that with or excluding holidays and/or annual and/or sick leave? Research professionals (as well as others) need to work approximately 220 days (261-11-21-9) to be paid for 261 days. Is the appropriate daily rate $1/261$ or $1/220$?



Professor Raymond S. Cottrell
School of Education
1977 February 11 (F)

RSC/alg
77/2/11

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

January 24, 1977

TO: Professor Arthur D. Kirsch
Appointment, Salary and Promotion Policy Committee

Late last fall you requested an analysis of cost associated with certain proposed changes in our health care coverage. Due to fluctuations in numerous factors, there has been some delay in providing this reply.

The attached worksheet shows the calculations used to derive the following figures. These calculations are based on two assumptions: first, that participation would remain at the current level, and second, that the current policy on limiting the University contribution to an amount equal to an Individual Blue Cross premium would continue.

ANNUAL COST

	<u>To Individual</u>		<u>To GW (Total)</u>	
	<u>Current</u>	<u>With Full Maternity</u>	<u>Current</u>	<u>With Full Maternity</u>
Blue Cross Only				
Family	267.36	299.76	12,830.40	13,107.60
Individual	00.00	00.00	39,657.60	40,514.40
Blue Cross & Blue Shield				
Family	582.00	614.40	221,616.00	226,404.00
Individual	119.52	119.52	419,904.00	428,976.00

INCREASED COST (ANNUAL)

	<u>To Individual Employee</u>	<u>To GWU (Total)</u>
Blue Cross Only		
Family	32.40	277.20
Individual	0.00	856.80
Blue Cross & Blue Shield		
Family	32.40	4,788.00
Individual	0.00	9,072.00

*Increased contribution to HMO premiums

2,217.60
\$17,211.60

January 24 memo

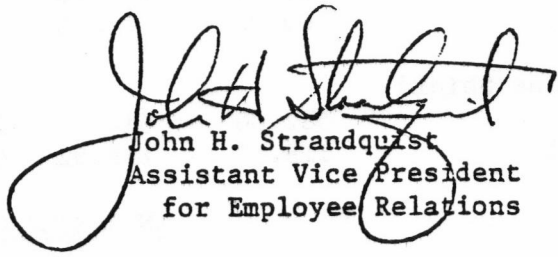
*Increase in University contribution to individual Blue Cross premiums will require a like increase in contribution to HMO premiums.

Also indicated on the attached worksheet are the additional costs to the employee should our coverage under Blue Shield be increased. Since the Individual Blue Cross premium would remain unchanged (assuming maternity coverage had already been added), there would be no increase in cost to the University. Employee costs would increase depending on the choice of coverage. A comparison of current benefits with those provided by increased coverage is also enclosed.

INCREASED COST TO EMPLOYEE

	<u>Monthly</u>	<u>Annual</u>
Blue Cross with Blue Shield (Extended)		
Family	12.70	152.40
Individual	2.72	32.64
Blue Cross with Blue Shield (Usual Customary and Reasonable Coverage)		
Family	28.46	341.52
Individual	8.46	101.52

If you have any additional questions or desire any further analysis, please let me know.


John H. Strandquist
Assistant Vice President
for Employee Relations

lcv

Enclosures

Comparison of Benefits

SERVICE	SURGICAL-MEDICAL	EXTENDED SURGICAL-MEDICAL	UCR
SURGERY, OBSTETRICAL DELIVERY, ADMINISTRATION OF ANESTHESIA	PAYMENT IS MADE ON THE BASIS OF A FEE SCHEDULE (\$4 TO \$944 FOR A SINGLE SURGICAL PROCEDURE). A PARTICIPATING PHYSICIAN WILL ACCEPT THE FEE SCHEDULE ALLOWANCE AS PAYMENT IN FULL IF THE PARTICIPANT IS UNDER THE INCOME LEVEL. INCOME LEVELS ARE \$5,500 FOR A SINGLE PARTICIPANT AND \$8,000 FOR A FAMILY PARTICIPANT.	PAYMENT IS MADE ON THE BASIS OF A FEE SCHEDULE (\$5 TO \$1,135 FOR A SINGLE SURGICAL PROCEDURE). A PARTICIPATING PHYSICIAN WILL ACCEPT THE FEE SCHEDULE ALLOWANCE AS PAYMENT IN FULL IF THE PARTICIPANT IS UNDER THE INCOME LEVEL. INCOME LEVELS ARE \$6,500 FOR A SINGLE PARTICIPANT AND \$10,000 FOR A FAMILY PARTICIPANT	COVERED IN FULL WHEN RENDERED BY PARTICIPATING PHYSICIANS.
DIAGNOSTIC X-RAY SERVICES, CLINICAL LABORATORY SERVICES, RADIATION THERAPY FOR THE TREATMENT OF MALIGNANT DISEASES, RADIOISOTOPE SERVICES (THESE ARE NOT SUBJECT TO INCOME LEVELS)	THE PLAN PAYS 75% AND THE SUBSCRIBER PAYS 25% OF THE FEE SCHEDULE ALLOWANCE	COVERED IN FULL WHEN SERVICES ARE RENDERED BY PARTICIPATING PHYSICIANS	COVERED IN FULL WHEN RENDERED BY PARTICIPATING PHYSICIANS.
ELECTROCARDIOGRAMS, ELECTROENCEPHALOGRAMS, TONOGRAPHY, BASAL METABOLISM, ELECTRO SHOCK THERAPY, (THESE ARE SUBJECT TO INCOME LEVELS)	THE PLAN PAYS 75% OF THE FEE SCHEDULE ALLOWANCE	THE PLAN PAYS 100% OF THE FEE SCHEDULE ALLOWANCE	COVERED IN FULL WHEN RENDERED BY PARTICIPATING PHYSICIANS.
IN-HOSPITAL PHYSICIAN VISITS FOR THE MEDICAL TREATMENT OF A DISEASE OR AILMENT, SUCH AS PNEUMONIA OR DIABETES	BENEFITS BEGIN ON THE 4TH DAY AND CONTINUE THROUGH THE 180TH DAY COVERING 177 ONE-A-DAY VISITS	BENEFITS BEGIN ON THE 1ST DAY FOR 180 ONE-A-DAY VISITS	COVERED IN FULL WHEN RENDERED BY PARTICIPATING PHYSICIANS.
CONSULTATION SERVICES	LIMITED TO ONE CONSULTATION BY ANY ONE PHYSICIAN, FEE PAID ACCORDING TO THE FEE SCHEDULE	LIMITED TO ONE CONSULTATION BY ANY ONE PHYSICIAN. FEE PAID ACCORDING TO THE FEE SCHEDULE	COVERED IN FULL WHEN RENDERED BY PARTICIPATING PHYSICIANS.

Comparison of Benefits

SERVICE	STANDARD	PREFERRED
NUMBER OF DAYS PER CONFINEMENT	31 DAYS IN A SEMI-PRIVATE ROOM WITH THE USUAL HOSPITAL SERVICES COVERED IN FULL, PLUS AN ALLOWANCE OF \$10 PER DAY FOR AN ADDITIONAL 180 DAYS	180 DAYS IN A SEMI-PRIVATE ROOM WITH THE USUAL HOSPITAL SERVICES COVERED IN FULL
NORMAL PREGNANCY (GROUP FAMILY CONTRACT ONLY)	\$10 A DAY FOR UP TO 8 DAYS OR A MINIMUM OF \$50	UP TO \$100 ALLOWANCE TOWARD THE TOTAL BILL
TONSILLECTOMIES AND ADENOIDECTOMIES	1 DAY FOR CHILDREN 2 DAYS FOR ADULTS	REGULAR BENEFITS (180 DAYS)
NERVOUS AND MENTAL CONDITIONS	10 DAYS EACH CONFINEMENT	30 DAYS EACH CONFINEMENT
IN NON-PARTICIPATING HOSPITALS (SUBSCRIBER MUST PAY THE BILL HIMSELF AND APPLY FOR REIMBURSEMENT)	85% OF CHARGES FOR COVERED SERVICES FOR UP TO 31 DAYS, PLUS AN ALLOWANCE OF \$10 A DAY FOR AN ADDITIONAL DAYS	85% OF CHARGES FOR COVERED SERVICES FOR UP TO 180 DAYS

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

February 2, 1977

The Faculty Senate will meet on Friday, February 11, 1977, at 2:10 p.m., in the Faculty Conference Room on the sixth floor of Lisner Hall.

AGENDA

1. Call to order
2. Minutes of the regular meeting of January 21, 1977
3. General Business:
 - (a) Nomination for election to the Executive Committee for the 1977-78 Session: Report of the Nominating Committee for the Executive Committee
 - (b) Election of the Grievance Review Committee in accordance with Section II of the Student Grievance Procedures; nomination by the Executive Committee
 - (c) Annual Reports: University Objectives Committee (attached)
4. Brief Statements
5. Adjournment



Robert Gebhardtsbauer
Secretary

THE GEORGE WASHINGTON UNIVERSITY

Faculty Senate Committee on
University Objectives

Annual Report 1976-77

The Faculty Senate Committee on University Objectives held three meetings during the Senate Session 1976-77: April 26, October 11, and November 22, 1976.

At the first meeting, the Committee concerned itself with matters such as the nature, scope, and definition of the term "objectives," dissemination of information useful to members of the Committee, specific issues affecting materially the operations of the Committee, and Resolution 75/1, "A Resolution Concerning University Objectives," a resolution returned to the Committee by the Executive Committee of the Faculty Senate for further study and appropriate action.

The second meeting was devoted to matters such as replacement of three members who resigned and preparing a response to a request from the Executive Committee of the Faculty Senate regarding the role played by the Committee as seen by its members. The consensus was that the Committee was a useful one and should be continued. A discussion of Resolution 75/1 was delayed until the next meeting.

Resolution 75/1 was discussed in detail at the third meeting. As a result, a revision of the original resolution was prepared and submitted to the Executive Committee of the Faculty Senate. Resolution 76/7, "A Resolution Concerning University Objectives," the revision of Resolution 75/1, was considered by the Faculty Senate at its meeting on January 21, 1977. With some modifications, the Faculty Senate passed the resolution.

Committee Members

James F. Burk
Philip Cohen (Resigned)
Joseph W. Fleck (Added)
Howard F. Gillette (Resigned)
Leonard Nadler
Frederick R. Siegel
Walter A. Stein
C. B. Wright (Resigned)

ex officio

Harold F. Bright
Robert L. Holland
Calvin D. Linton

Joseph B. Smith, Jr.
JOSEPH B. SMITH, JR.